

## West Jefferson School District 253

### Differentiated Pay Plans

All Staff will complete the following to earn a flat rate share. The flat rate share will be calculated by first paying the qualified classified flat rate shares, second counting the certified that met goal, and lastly dividing the remaining monies by that number to establish the flat rate share.

#### West Jefferson High School 9-12

	<b>40% based on Professional Development.</b> Individuals earn this portion independent of others.	<b>60% based on Student Performance</b> Group earnings based on entire school's performance
<b>Leadership/Professional Development</b>	Presentations in monthly professional development meetings. 80% attendance. Completion of Boise State Writing Project: minimum of 24 hours of work creating Inquiry Units and lessons focusing on teaching argumentative, narrative and Expository writing.	IRI 80% of students will pass Star reading test and or IRI test. 4 <sup>th</sup> graders do not take IRI
<b>EOCs</b>		.6 ECA End of Course Assessments will be comprehensive tests designed to measure what is taught. ( All assignments are tagged to Idaho Core Standards.) Mean ECA score 75% or higher by course.
<b>Part-time teacher 1 trimester .33 FTE</b>		.33 share based on EOC
<b>Para-pros</b>	30 minutes per week with special education teacher reviewing language usage and writing.	Mean ECA scores of special education students. (65% or higher)

### Terreton Elementary/Junior High

	<b>40% based on Professional Development.</b> Individuals earn this portion independent of others.	<b>60% based on Student Performance</b> Group earnings based on entire school's performance
K-3	Complete the Charlotte Danielson Modules in their entirety.	IRI 80% of students will increase wpm
4-8	Complete the Charlotte Danielson Modules in their entirety.	STAR Math and STAR Reading 80% of students will increase their SS

### Hamer Elementary

	<b>40% based on Professional Development.</b> Individuals earn this portion independent of others.	<b>60% based on Student Performance</b> Group earnings based on entire school's performance
K-4	Complete the Charlotte Danielson Modules in their entirety.	IRI 80% of students will pass Star reading test and or IRI test. (4 <sup>th</sup> graders do not take IRI)

### Classified

In each of the following departments the staff will reach a preset goal established by department leads to earn a flat rate as follows: This amount is roughly 2% of the average fulltime classified salary.

Classified Employees working more than 25 hours a week: **\$250.00**

Classified Employees working less than 25 hours a week: **\$125.00**

Food Service	Maintenance/Janitorial
Goals: 1- Team meetings/ Certification 2- Safe School Trainings 3- No bullying campaign 4- Must attend a class taught by the Idaho State Department this year. 5. Powerschool Training-Hamer	Goals: 2 Hrs Quarterly. In service courses such as safety and cleaning training, safe lifting techniques, bacterial disinfection, anti-bullying, electrical safety, and active shooter training, etc.
Transportation	Technology
Goals: 1. Bus drivers learn the names of all students with emphasis on Hispanic child. 2. Each driver write a post card with positive comments to each parent. 3. Drivers will monthly take a minute and discuss Bullying and Harassment with the students.	Goals: 1. Set up Power school to receive the 5 File Upload for School Net. 2. Increase use and understand of ICEE 3. Implementation of new wireless system. 4. Lead the District Technology team on deciding district needs. 5. Introduce District Cloud system.

4. Complete CPR training	
Clerical	Para Professionals (Classroom Aid's)
Goals: Secretaries will meet monthly and train on school finance and fees and revise as needed. Look into putting student fees in Powerschool.	Goals: <b>Hamer-</b> Must attend class on Classroom management from 2013 State Title 1 conference. Pick 5 tips to work on for the year to improve classroom management. <b>Terreton:</b> 40% professional development (Choose 5 Charlotte Danielson Modules to attend and complete with teacher group. Student data from the 50% of students they work with will be used to determine if 80% showed growth.